

Executive Registry

62-2821

30 April 1962

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Clandestine Services Careerists Declared  
Surplus Under HR

25X1

1. This staff has reviewed the biographic profiles of 145 Clandestine Services careerists declared surplus under HR  checked fitness reports or personnel files on about 100 of these, and personally interviewed about 30. Although this is not a complete survey, our sampling has led us to the following tentative opinions:

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a. Of the 145 CS careerists declared surplus, eleven were actually serving in Office of Training rotational slots and seven others had previously served tours in OTR. Although OTR had a right to assume that only topnotch CS personnel would be detailed to it as instructors, a comparison of surplus against total T/O indicates that CS careerists assigned to OTR were roughly ten times as likely to be declared surplus as those who remained in DD/P assignments. It would be unfortunate if, as a result of the surplus program, OTR gained a reputation as a dumping ground.

b. Nearly all employees interviewed said the notice declaring them surplus came as a complete surprise, and in few of the fitness reports was there any clear indication of unsatisfactory work. Unless the employees were singularly unperceptive, it would seem that the fitness report system heretofore used has not adequately warned employees of their weaknesses. This may be corrected by new fitness report forms under consideration.

c. Probably some employees classified as surplus should long ago have been discharged for cause. Others whose work was good but whose personal problems precluded duty abroad might have been given an earlier warning to seek jobs outside the CS career service.

SECRET

2. In general, it is our impression that the CS conducted the surplus selection program in a fair and objective manner. The attached statistical summary shows that surplus CS careerists had an average of over 11 years' service, and it is hoped that any future surplus programs will screen out unneeded personnel before they have devoted so large a part of their working lives to the Agency.



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Acting Inspector General

Attachment

DDCI - O R G  
DD/P  
D/Personnel

STATISTICAL AVERAGE OF 145 DD/P SURPLUS PERSONNEL

	<u>GS-9</u>	<u>GS-11</u>	<u>GS-12</u>	<u>GS-13</u>	<u>GS-14</u>	<u>GS-15</u>	
Profiles Reviewed							25X1
Age	44	41.8	43.5	49	50.6	57.6	
Years with CIA	10.9	11	11.2	11.2	11.8	11.6	
Years overseas	3.7	3.6	4.4	3.3	3	3.1	
Promotions	2.6	2	2.5	2.6	1.8	1.5	
Last Fitness Report	3+	3	3+	3+	4	4	
Military Service							
Officer	0	8	16	9	16	9	
Enlisted	7	13	17	6	0	1	
Number with							
Other Govt. Exper.	14	7	7	13	11	4	

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MEMORANDUM FOR: DDCI

See no need for DCI to be bothered with this.

LBK

Executive Director

*A review of the Surplus  
Personnel jackets.*

*A good analysis.*

*Please give me back,*

*the*

*papers (notebook) I gave Kirk.*

1 MAY 1962

(DATE)

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